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**Distinguished Professionals in Schools: Adjunct Licensure**

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**The Background:**

Like other states, Tennessee has been experiencing teacher shortages in several critically important areas. The Public School Forum of East Tennessee, in collaboration with the Knox County School System, University of Tennessee Knoxville, and Pro2Serve, has developed a proposal to recruit distinguished professionals with subject area expertise to teach courses in critical shortage areas in Tennessee's secondary school classrooms.

Under the proposed experimental program, individuals would be eligible for the program if they have content area expertise as demonstrated by having at least a Master's degree or a Bachelor's degree with 24 semester hours credit in the teaching field or related field and who have at least 10 years of work experience in the field to be taught. If they met these and other qualifications and completed 50 contact hours of pre-service preparation, they would be issued an adjunct license in specific subject areas to teach courses in mathematics, physics, chemistry or foreign language. The program is not designed for individuals who desire to teach on a full-time basis.

The Distinguished Professionals in Schools program will be collaboratively planned by a steering committee including representatives of higher education, the local school system, Pro2Serve, and the Public School Forum of East Tennessee. Candidates will receive the support of a trained mentor and ongoing professional development. Pro2Serve will establish a non-profit, tax exempt entity to operate the program.

The program will submit an annual report to the State Board of Education and Department of Education regarding candidate recruitment, number of participants, preparation and mentoring of participants, number of participants placed in classrooms, how many classes each participant taught, whether the participant was recommended for licensure after the first year, and how many years each participant taught.

After three years the Department of Education will review the data and evaluate the experimental program, recommending any changes if needed. Following the fourth year, the Department will recommend to the Board whether the program should be made permanent.

Since the first reading, several changes have been made in the agenda item, formerly titled "Experimental Program for Licensure in Specific Subject Areas and Courses:"

- The name of the license has been changed from "provisional" to "adjunct,"
- The program will be called "Distinguished Professionals in Schools," and
- The teachers may teach no more than 3 classes.

**The Recommendation:**

The Advisory Council on Teacher Education and Certification recommends approval of the experimental program on second reading. The SBE staff concurs with this recommendation.

## **Distinguished Professionals in Schools: Adjunct Licensure**

**The purpose of the experimental program, Distinguished Professionals in Schools, is to attract distinguished professionals with subject area expertise to teach courses in critical shortage areas in Tennessee's secondary school classrooms.**

### **I. Admissions/Eligibility**

- A. All candidates will have at least a Master's degree or a Bachelor's degree with 24 semester hours of credit in the teaching field or related field from a regionally accredited institution of higher education and at least 10 years of work experience in the field to be taught. Licensure is available in specific subject areas and courses in mathematics, physics, chemistry and foreign language.
- B. School systems will request candidates for teaching assignments. Candidates will be screened for admission in accordance with approved screening procedures of the Knox County Schools or *Teach Tennessee*.
- C. All candidates will be required to pass the Praxis I pre-professional skills test or the equivalent prior to teaching. They will be required to pass the Praxis content area examination(s) prior to or during their first 6 months of teaching and the Praxis Principles of Learning and Teaching examination prior to their second year of teaching.

### **II. Preparation**

- A. Preparation will consist of a Teacher Education Institute comprised of at least 50 contact hours of pre-service preparation that will incorporate the knowledge and skills specified in the *Professional Education Licensure Standards* and will focus on the domains in the *Framework for Evaluation and Professional Growth* including planning, teaching strategies, assessment and evaluation, learning environment, professional growth and communication.
- B. School system personnel will collaborate with higher education, Pro2Serve and the Public School Forum in planning and delivering the program. The program will include outstanding faculty from one or more institutions of higher education and one or more school systems. All aspects of the program will be reviewed by a steering committee that includes representatives of higher education, the local school system, Pro2Serve, and the Public School Forum of East Tennessee.

- C. During the first year of teaching, the candidate will receive the support of one or more trained mentor teachers. The candidate and the mentor will receive ongoing professional development as needed through a program collaboratively planned by the school system(s) and collaborating institution(s) of higher education.
- D. Upon successful completion of the pre-service course work and the assignment of a mentor teacher, the school system will recommend that the candidate be issued an adjunct license to teach particular subject(s) or course(s) for one year. The candidate may teach no more than three classes.
- E. The school system in which the teacher is employed must make a commitment to carry out the program and provide mentoring support for the teacher. The mentor(s) will meet regularly with teachers to demonstrate effective classroom instruction, observe the teacher, coach the teacher, provide continuity with pre-service training, and provide formative evaluation. Support from mentors and other professional development will be at least the equivalent of two days per month.

### III. Evaluation and Licensure

- A. The principal, or designee, will be responsible for all evaluations. Evaluations will be conducted in accordance with local evaluation procedures.
- B. At the end of each year, the school system will recommend the candidate who has received a successful evaluation to the Department of Education for renewal of the adjunct license. In no event will the adjunct license be valid for more than 10 years.
- C. The teacher will not attain licensure beyond the approved subject matter or courses without successfully completing the state's regular or alternative licensure procedures.

### IV. Experimental Licensure Program

- A. The school system(s), institution(s) of higher education, and Pro2Serve will collaboratively develop a plan for the experimental licensure program which provides information regarding admissions procedures, format of the pre-service preparation program, continuing professional development and study for the first-year teacher, mentoring support, training of mentors, and method of teacher assessment.
- B. Costs of this program will be the sole responsibility of the local school system and/or Pro2Serve. Costs include tuition and other costs of pre-service preparation, mentoring, training of mentors, substitute teachers and teacher salaries.

- C. Pro2Serve will also be responsible for recruiting candidates and will establish a non-profit, tax exempt entity—Pro2Teach—to operate the program in a manner that serves the educational interests of the region and the state.

V. Program Approval and Evaluation

- A. The program will submit an annual report to the State Board of Education and the State Department of Education, including information regarding how candidates were recruited, the total number of participants, the number of participants actually placed in the classroom, preparation and mentoring of participants, how many classes each participant taught, whether the participant was recommended for licensure after the first year, and how many years each participant taught.
- B. The State Department of Education will review the data and evaluate the proposed experimental program at the conclusion of its third year of operation, and will recommended changes if needed. The program will have up to one year to correct any areas of deficiency. At the conclusion of the program's fourth year, the Department of Education will evaluate the program and make a recommendation to the State Board of Education regarding whether the program should be made permanent.